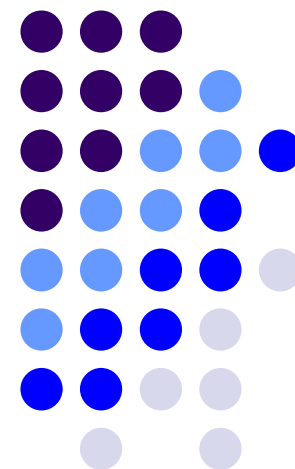




WRTP/BIG STEP

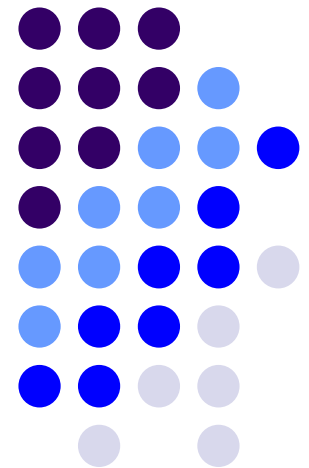
Overview
Labor Leaders Conference

June 2010

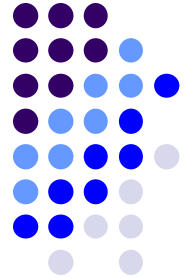


WRTP/BIG STEP's “Marketplace Model”

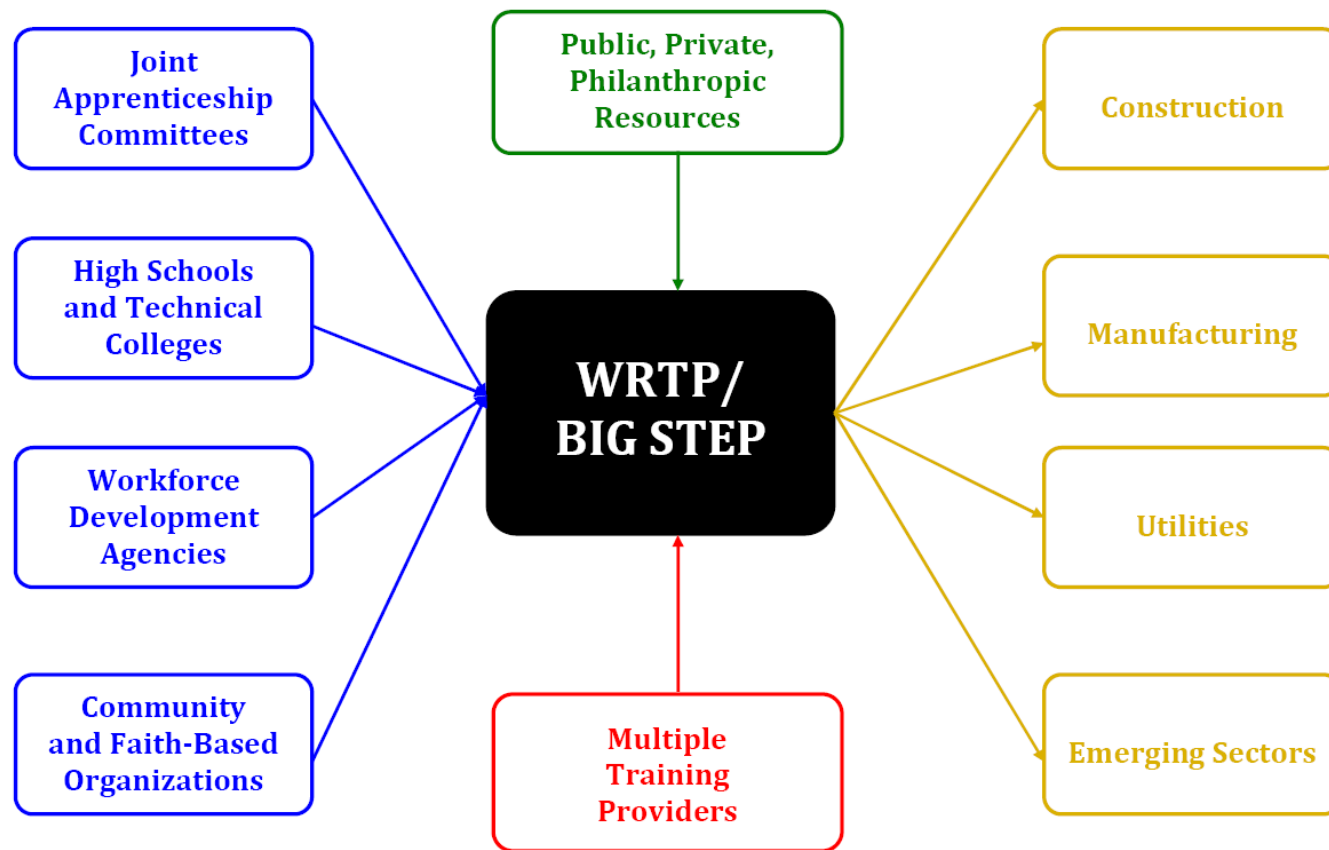
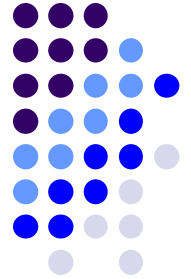
- *WRTP/BIG STEP is a partnership of two organizations with long histories of success
- *As a **workforce intermediary**, WRTP/BIG STEP coordinates among and between labor and management to assess and plan for current and future industry needs within sectors
- *Industry assessments done in cooperation with employers and labor inform the development of employer services
- *we help keep businesses competitive, preserve family supporting jobs, help workers build skills to advance, improve business productivity
- *This **“marketplace model”** is in opposition to the old model driven primarily by government policy/workforce development entities and social service agencies' client needs
- *WRTP/BIG STEP teaches the technical skills required to bring participants to the **“finishing point”** immediately before employment, and is the **“beginning point”** into industry

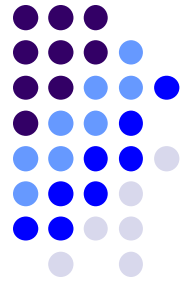


Motto



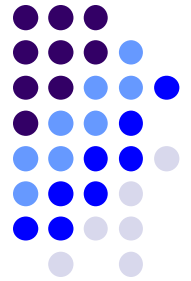
- Industry Led
- Worker Centered
- Community Focused





WRTP/BIG STEP History

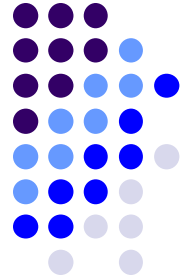
- In 1976, representatives of the building trades, contractor associations and community organizations, founded BIG STEP to increase the number of women, minorities, and younger workers employed therein
- In the early 1990s, labor and management leaders in manufacturing came together as WRTP to build a new infrastructure and renew the industrial base after the Commission on a Quality Workforce recommended the development of partnerships between business, labor and government in the Milwaukee area. The industrial model was so successful that DOL granted WRTP an implementation grant in 2000 to expand to additional sectors, including construction
- In 2001, WRTP and BIG STEP formed a partnership to facilitate more effective coordination of employer-driven worker readiness to best ensure individuals preparing for employment gain the skills needed by employers, while ensuring the needs of employers are also met
- In 2005, with support from Governor Jim Doyle, WRTP/BIG STEP helped establish the Center of Excellence (COE) for Skilled Trades & Industry address unprecedented boom in construction and reemergence of skills shortage in manufacturing



Mission

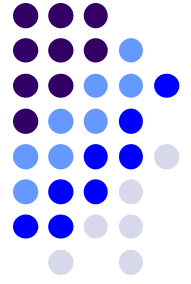
- Improve the ability of employers and unions to recruit, retain, and develop qualified candidates for careers in skilled trades and industries
 - Assess job-ready candidates from a wide range of referral partners
 - Prepare qualified candidates for employment and advancement opportunities
 - Place community residents into targeted trades and industries

Approach



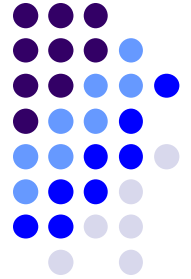
- Provide central clearinghouse for the assessment, preparation, and placement of job ready candidates
 - Inclusive approach enables any public sector agency, educational institution, or community-based organization to refer candidates
 - Clearinghouse creates central resource for employers and unions to achieve workforce development and diversity objectives
 - W RTP funds Urban League and other community-based partners that refer candidates, particularly for MMSD and DOT projects
 - Formed Urban Skilled Trades Connection (USTC) youth outreach initiative with Milwaukee Public Schools

Pipeline

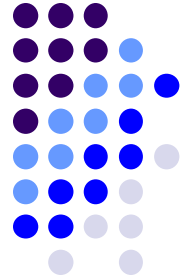


- Create a central clearinghouse for the assessment, preparation, and placement of job ready candidates
 - Enable employers and unions to meet the staffing and diversity objectives of their respective trades or industries
 - Enable public sector agencies and community partners to refer job ready candidates for training and placement

Opportunity



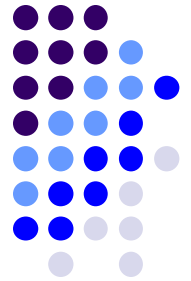
- Launched the Center of Excellence for Skilled Trades and Industry (COE) in 2005 to address unprecedented boom in construction and reemergence of skills shortage in manufacturing
 - Marquette Interchange
 - MMSD water quality projects
 - Elm Road Power Generating Station
 - City Hall, Manpower, Potawatomi & other projects
 - Bucyrus International and other major manufacturers and suppliers



Industry Relations

Governance model is Labor-Management

- *WRTP Board of Directors*: Labor (AFL-CIO, Building Trades, Steelworkers, Machinist, Labor Council), Management (Harley, Master Lock, We Energies, Payne & Dolan, NECA, AGC, AT&T)
- *Sector Steering Committees*: Construction, Manufacturing, Hospitality
- Relationships, Relationships

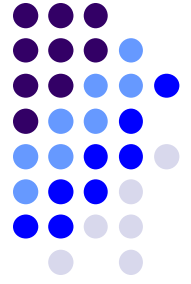


Areas of Focus

WRTP/BIG STEP focuses on several distinct, interrelated areas that correspond to the multiple disparate areas involved in employment training. These include:

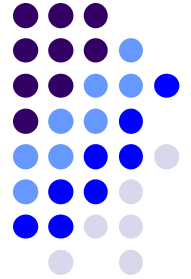
- Field work and employer/industry services
- Training and Placement services
- Partner Coordination and Community Outreach
- Consulting Services (national and statewide)
- Triada Staffing Services

WRTP/BIG STEP is able to align a variety of funding sources to pay for programs and services



Funders

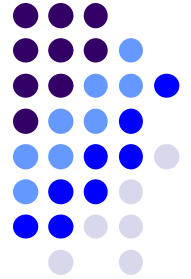
- Private Sector
 - Building trades, Contractors
 - We Energies and corporate foundations
- Public Sector
 - DOT, State Departments, MMUSD, CDBG, WIB's,
- Philanthropic Sector
 - United Way, local and national Foundations



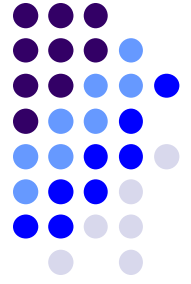
Manufacturing Needs Assessment

- The most recent phase of the Manufacturing Needs Assessment was completed in January 2010
- Response to the Assessment is ongoing
- 298 companies and affiliated unions were surveyed statewide
- Assessment and corresponding follow-up work was conducted in a number of areas, including:
 - Modernization
 - Energy
 - Training

Construction Needs Assessment

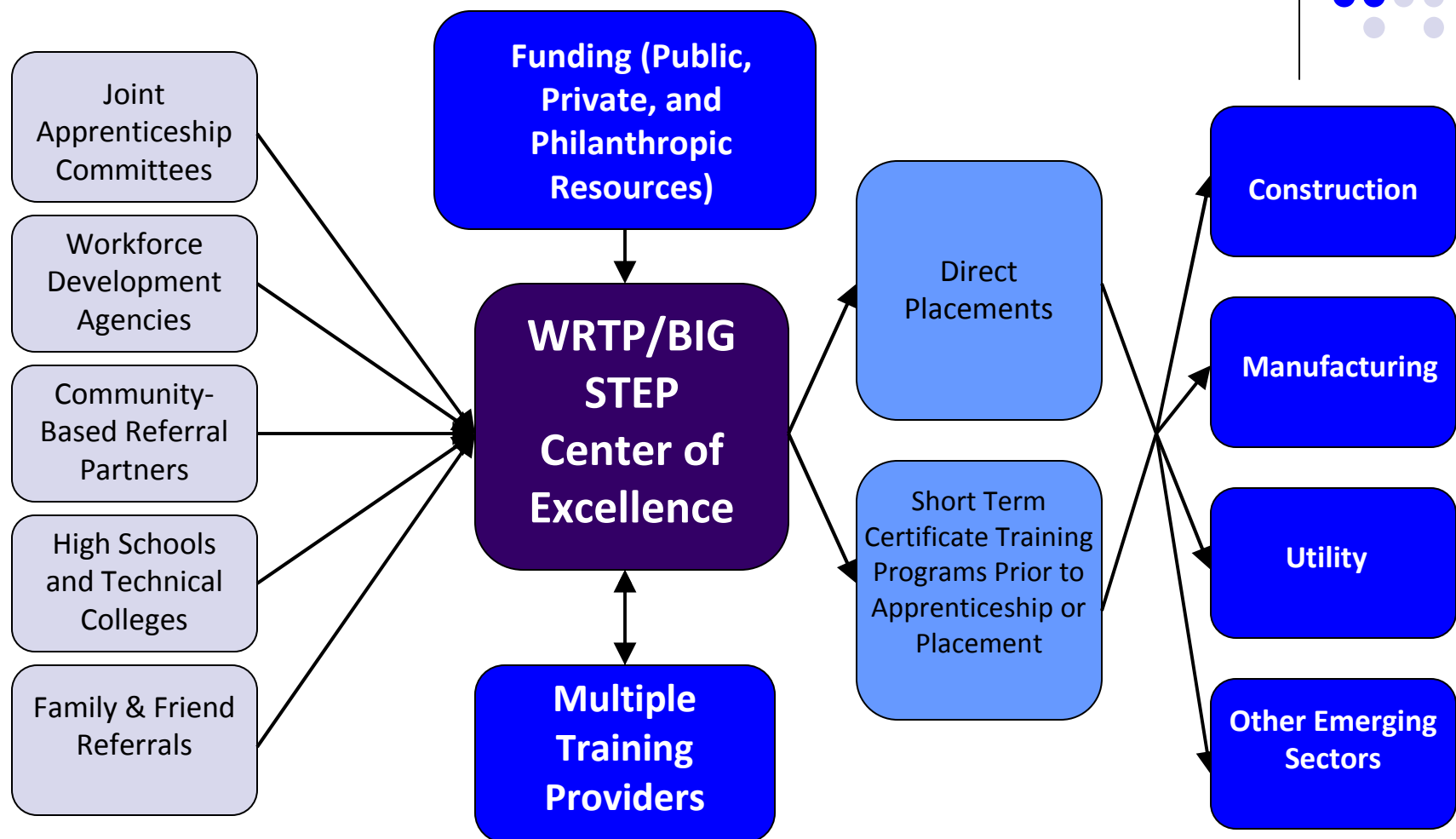
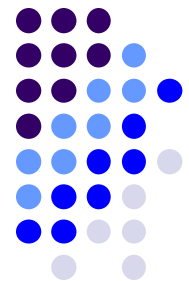


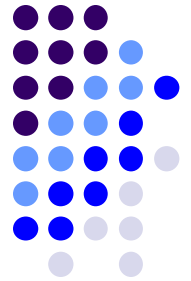
- W RTP/BIG STEP is in the preliminary phase of its Construction Needs Assessment and has, for example, secured preliminary numbers/data regarding the following:
 - Laid off workers per trade
 - Workers from the City of Milwaukee
 - Workforce retirement ages
 - Available classifications
- Even with years of experience in the construction industry and with the W RTP assessment model, applying that assessment model to the construction industry is an extremely complex endeavor
- For example, in Southeastern Wisconsin alone, there are approximately 18 different local unions and 18 different apprenticeship committees that we need to align



WRTP/BIG STEP Programs

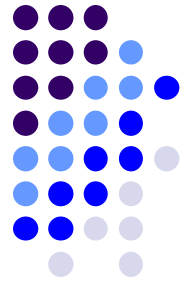
- BIG STEP Apprenticeship Prep (tutoring)
- Skilled Trades Training
- Specialized Certifications
- Employer Services
- Direct Placement Services
- Triada Employment Services





Trainings – Construction Sector

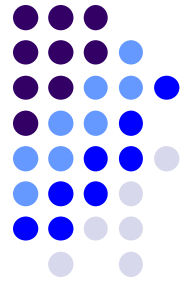
- ▶ Entry Level Construction Skills (Levels)
- ▶ Bricklayers Construction Certificate Program
- ▶ Painters and Allied Trades Certificate
- ▶ PRIME Plumbers Training
- ▶ Roadbuilding Skills Training (M-TrANS)
- ▶ Sewer and Water Training Certificate
- ▶ Utility Construction Certificate
- ▶ Unindentured Electrical Certificate Program
- ▶ Asbestos Worker Supervisor Training



Certifications

- Residential Preference Program (RPP)
- Communities in Need (COIN) MPS
- WisDot TrANS
- Milwaukee Metropolitan Sewerage District Workforce Development and Training Program (MMSD-WDTP)
- WHEDA
- Some of the construction sector trainings result in certifications such as Trans and ELCS-Carpenters.

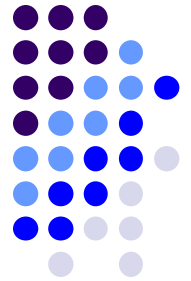
Manufacturing – Training Process and Requirements



*Employer-directed trainings: ELMS, Welding

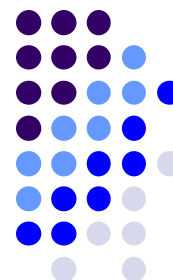
- Requirements:
 - GED/HSED or high school diploma
 - 8th grade reading level (TABE test)
- Certifications available
 - Requirements for certifications
- Job Placement and Retention

Construction – Training Process and Requirements



*Requirements:

- Driver's License or ability to get a driver's license with evidence of concerted effort.
- GED/HSED or high school diploma
- 6th grade reading level (TABE test)
- Certifications available
 - Requirements for certifications
- Job Placement (direct placement, nonapprentice/pre-apprentice, apprentice and journey-level)
- Retention – Staff works closely with employer and employee to insure quality employment placement
- Mentoring programs-pilot projects with Trades and STC



Placement and Wage Summary by Sector

January 1, 2007 through December 31, 2007

Employment Sector	Placements	Average Wage
Construction	474	\$14.85
Manufacturing	87	\$14.61
Summary Total	561	\$14.58

January 1, 2008 through December 31, 2008

Employment Sector	Placements	Average Wage
Construction	207	\$14.85
Manufacturing	45	\$13.94
Summary Total	252	\$14.69

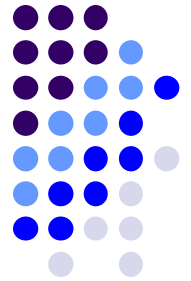
January 1, 2009 through December 31, 2009

Employment Sector	Placements	Average Wage
Construction	147	\$20.92
Manufacturing	18	\$13.68
Other	5	\$11.20
Summary Total	170	\$14.21

Please note that these numbers are subject to change as WRTP/BIG STEP secures additional data. WRTP/BIG STEP is, for example, in the process of entering new data from the Elm Road Generating Station project. Preliminary reports show 600 placements that will be attributed to a number of years. Therefore, outcome numbers for each of the years above will change as additional data is entered.

Placements in 2008 and 2009 are reflective of the poor economy. WRTP/BIG STEP expects that placements in the future will meet or exceed placements in 2007, particularly with the influx of stimulus funded projects.

Public/Private Ventures Study: Preliminary Results



- WRTP/BIG STEP was part of a **recent gold-standard study** sponsored by the **Charles Stewart Mott Foundation** and conducted by **Public/Private Ventures**
- Preliminary study (random selection-control v. treatment group) conclusions included that participants in sector-focused training programs like WRTP/BIG STEP:
 - Earned 18.3% more than control group members
 - Were more likely to work and worked more consistently in the second year, also, earned more pay than other groups
 - Were significantly more likely to work in jobs that offered benefits
 - WRTP/BIG STEP only group to work with labor
- Recommendations included that officials invest in “job training that is industry-focused or employer-linked,” as it “can have positive outcomes for participants”

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We are also on Facebook and Twitter

